

ABSTRACT

The Bandung City Culture and Tourism Office is one of the regional agencies that carries out government affairs in the fields of culture, tourism and the creative economy. Having main tasks such as formulating, organizing, coaching, carrying out services based on the principle of autonomy related to the central government means that each employee is required to have good performance in order to be able to achieve the vision and mission set by the Department, but based on data obtained in 2018. Until 2020, fluctuations in employee performance were found who had not yet reached their best performance. The purpose of this research is to find out and analyze the influence of work-life balance and job satisfaction on employee performance at the Bandung City Culture and Tourism Service.

The research method used in this research is a quantitative method with descriptive research type. Sampling was carried out using a non-probability sampling technique using saturated sampling of 50 employees at the Bandung City Culture and Tourism Office. The data analysis technique used is descriptive analysis using multiple regression analysis.

Based on the results of the descriptive analysis, it shows that the work-life balance, job satisfaction and employee performance variables show good results or are included in the good category. Based on the research results, it shows that partially both work-life balance and job satisfaction each have a significant influence on employee performance, while simultaneously the variables work-life balance and job satisfaction have a significant influence on employee performance at the Bandung City Culture and Tourism Service with determination. given was 53.2%.

Keywords: Work-Life Balance, Job Satisfaction, Employee Performance.